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ABSTRACT

A survey was conducted by the Career Placement Services office of the University of Hawaii at Manoa to determine the postgraduate activities of the College of Engineering Class of 1993. Data collected from these graduates (including those who graduated with bachelor's degrees in summer and fall 1992 and spring 1993) by September 30, 1993, related to their employment status, geographic location of employment, type of work currently performing, methods of securing employment, and salaries. Responses to mailed and telephone surveys were received from 64 percent of the graduates (66 responses from a total of 103 questionnaires sent). Results of the survey showed 59 percent of the graduates were employed full time, 11 percent worked part time, 20 percent were unemployed and seeking work, and 11 percent were in graduate school. Twenty-nine percent of the graduates were employed in building or construction, followed by consulting or research (24 percent) and government agencies (18 percent). Of the employed graduates, 94 percent were employed in Hawaii. Thirty-eight percent of the graduates earned salaries of $25,000-29,999, 21 percent earned $30,000-34,999, and 10 percent earned $40,000 or more. Of the employed graduates, 63 percent had secured employment by graduation, 11 percent found employment within 4 weeks after graduation; 15 percent within 8 weeks; 4 percent within 12 weeks; and 7 percent after more than 12 weeks. Methods used to obtain employment included previous employment, referrals by professors and advisors and family and friends. In contrast to the Class of 1990, the Class of 1993 had five times as many unemployed and seeking work graduates. In anecdotal responses, graduates suggested obtaining early and related work experiences as well as active involvement with professional student organizations and faculty as helpful in obtaining employment. (The report contains seven tables of responses and five appendixes of study documents, including the survey instrument. (KC)

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ED 389 952

A SURVEY OF ENGINEERING GRADUATES
CLASS OF 1993

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- Dr. Reginald Young, Dean of the College of Engineering, and Dr. Deane Kihara, Assistant Dean of the College of Engineering for their approval and support of this survey.
- The College of Engineering Assistant Dean's Office, in particular Ms. Colleen Ueda for her assistance in identifying the graduates of the Class of 1993, preparing survey material and mailing survey forms.
- The Career Placement staff, who provided review, editing, guidance and much more.

Gerald Lau
Career Counselor

University of Hawai'i at Mānoa
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A Survey of Engineering Graduates
Class of 1993

INTRODUCTION

This is a report of a survey prepared by the Career Placement Services office in cooperation with the College of Engineering to determine the post graduate activities of the College of Engineering Class of 1993. This is the twelfth in a series of follow up studies conducted by Career Placement Services. Data collected from these graduates relate to their employment status, geographic location of employment, type of work currently performing, methods of securing employment and salaries. Personal commentary was also requested. We hope the results of the survey will provide information that will be useful to the faculty and staff in developing programs and services for students.

METHODOLOGY

The College of Engineering identified 103 students that comprised the Class of 1993. This class consisted of students graduating with a bachelor's degree in Summer 1992, Fall 1992 and Spring 1993 semesters. A questionnaire and cover letter (Appendix A and B) with a stamped, addressed return envelope were mailed to all these graduates on June 30, 1993.

Graduates who did not respond by July 30, 1993 and had Oahu telephone numbers were contacted by telephone. If the graduate could not be reached directly, information was obtained through an immediate family member of the household. Attempts to contact the graduates continued until September 30, 1993.

Therefore, this survey reflects the data collected from respondents until the September 30 deadline. All returned and over the telephone surveys were handled by one counselor to insure confidentiality.

SURVEY RESULTS

1. RESPONSE RATES

There was a return rate of 64 percent representing 66 responses out of a total of 103 questionnaires sent. The number of graduates and responses for each of the three engineering majors is presented in the table below.

Table 1: Response Rates

Major	CIVIL	ELECTRICAL	MECHANICAL	TOTAL
Number of Responses	30	17	19	66
Number of Graduates	41	37	25	103
Percent of Respondents	73%	46%	76%	64%

2. EMPLOYMENT / CAREER STATUS

According to the data collected, 59 percent of the graduates were employed full-time, 11 percent worked part-time, 20 percent were unemployed and seeking work, and 11 percent were in graduate school. Table 2 shows the detailed breakdown.

Table 2: Employment / Career Status

Employment / Career Status	CIVIL		ELECTRICAL		MECHANICAL		TOTAL	
	N	Percent	N	Percent	N	Percent	N	Percent
Employed Full-time	21	70%	9	50%	9	50%	39	59%
Employed Part-time	1	3%	3*	17%	3	17%	7*	11%
Obtaining Another Degree	4	13%	2*	11%	1	6%	7*	11%
Unemployed Seeking Work	4	13%	4	22%	5	28%	13	20%
Unemployed Not Seeking Work	0	0%	0	0%	0	0%	0	0%
Total	30		18*		18		66	

* One student responded in both the part-time employed and obtaining another degree category.

3. EMPLOYER CLASSIFICATION

Of the full-time and part-time graduates that were employed, the employer category of Building/Construction claimed 29 percent of the Class of 1993 with a significant but expected corollary to Civil Engineering majors. This was followed by Consulting/Research with 24 percent and Government Agencies employing 18 percent. Seven graduates or 14 percent of the 49 who responded to this question indicated Other as their organizational type. These included insurance, manufacturing, landscaping, retail and sales and electrical contracting. See Table 3 for details of the graduates' distribution.

Table 3: Employer Classification

Employer Classification	CIVIL		ELECTRICAL		MECHANICAL		TOTAL	
	N	Percent	N	Percent	N	Percent	N	Percent
Aerospace	0	0%	0	0%	0	0%	0	0%
Building / Construction	9	39%	1	8%	4	31%	14	29%
Computers	0	0%	1	8%	0	0%	1	2%
Communication	0	0%	1	8%	0	0%	1	2%
Consulting / Research	8	35%	2	15%	2	15%	12	24%
Electronics	0	0%	1	8%	0	0%	1	2%
Environmental	2	9%	0	0%	1	8%	3	6%
Government	3	13%	5	38%	1	8%	9	18%
Power / Energy	1	4%	0	0%	0	0%	1	2%
Other	0	0%	2	15%	5	38%	7	14%
Total	23		13		13		49	

4. LOCATION OF EMPLOYMENT

Of the 47 full or part-time employed graduates 94 percent of them were employed in Hawaii (86 percent on Oahu, 4 percent on the Island of Hawaii and 4 percent on Maui). Six percent of the graduates were employed on the mainland in Arizona and California.

Of the civil and mechanical engineers who were employed at the time of this survey, all indicated their location of work was in the State of Hawaii. See Table 4 for additional details.

Table 4: Location of Employment

Location of Employment	CIVIL		ELECTRICAL		MECHANICAL		TOTAL	
	N	Percent	N	Percent	N	Percent	N	Percent
Hawaii	13	100%	9	75%	22	100%	44	94%
Mainland	0	0%	3	25%	0	0%	3	6%
Foreign	0	0%	0	0%	0	0%	0	0%
Total	13		12		22		47	

5. SALARIES

Gross annual salaries ranged from below $15,000 to over $45,000 for full-time employed graduates. The largest category contained 15 graduates or 38 percent with salaries in the $25,000 to $29,999 range, followed by the $30,000 to $34,999 category which totaled 8 graduates or 21 percent. Ten percent of the respondents indicated their salaries were $40,000 or above. Table 5 show the distribution of salaries by major. The seven graduates that reported part-time employment were distributed in the following ranges: four under $15,000, two in $15,000 to $19,999 and one in $20,000 to $24,999.

Table 5: Salary Ranges

	CIVIL		ELECTRICAL		MECHANICAL		TOTAL	
Salary Ranges	N	Percent	N	Percent	N	Percent	N	Percent
< $15,000	0	0%	1	11%	0	0%	1	3%
$15,000 to $19,999	1	5%	1	.11%	1	10%	3	8%
$20,000 to $24,999	0	0%	1	11%	1	10%	2	5%
$25,000 to $29,999	7	35%	3	33%	5	50%	15	38%
$30,000 to $34,999	7	35%	0	0%	1	10%	8	21%
$35,000 to $39,999	4	20%	1	11%	1	10%	6	15%
$40,000 to $44,999	0	0%	1	11%	1	10%	2	5%
≥ $45,000	1	5%	1	11%	0	0%	2	5%
Total	20		9		10		39	

6. JOB SEARCH DURATION

Data collected from the 46 full and part-time employed graduates showed that 63 percent had secured employment before or by graduation, 11 percent found employment within four weeks after graduation, 15 percent were employed within eight weeks, 4 percent within 12 weeks and 7 percent took more than 12 weeks to gain employment. A break down of employment by major is presented in Table 6.

Table 6: Job Search Duration

Job Search	CIVIL		ELECTRICAL		MECHANICAL		TOTAL	
Duration	N	Percent	N	Percent	N	Percent	N	Percent
Before or by Graduation	15	68%	4	36%	10	77%	29	63%
1-4 Weeks After	4	18%	0	0%	1	8%	5	11%
5-8 Weeks After	2	9%	4	36%	1	8%	7	15%
9-12 Weeks After	0	0%	2	18%	0	0%	2	4%
12+ Weeks After	1	5%	1	9%	1	8%	3	7%
Total	22		11		13		46	

7. SOURCES USED TO SECURE EMPLOYMENT

The graduates of the Class of 1993 used a variety of methods to obtain employment. Previous employment was indicated by 24 percent of responses as a source for securing their employment. Other methods that showed strength as strategies were referrals by professors and advisors and family and friends (25 percent). The category Other reflected a variety of techniques employed including the use of the Engineering Resume Booklet and calling on employers directly. See Table 7 for a break down of sources used to secure employment by major.

Table 7: Sources Used to Secure Employment

Employment Sources	CIVIL		ELECTRICAL		MECHANICAL		TOTAL	
	N	Percent	N	Percent	N	Percent	N	Percent
Referred by Professor / Advisor	2	5%	1	5%	3	13%	6	7%
Referred by Family / Friend	7	17%	1	5%	7	30%	15	18%
Previous Employment	10	24%	4	20%	6	26%	20	24%
UHM Placement	8	20%	4	20%	0	0%	12	12%
Public Employment Agency	1	2%	2	10%	2	9%	5	6%
Private Employment Agency	0	0%	0	0%	0	0%	0	0%
Responded to Advertisement	1	2%	3	15%	2	9%	6	7%
Other	12	29%	5	25%	3	13%	20	24%
Total	**41**		**20**		**23**		**84**	

8. GRADUATE STUDIES

A total of 15 graduates indicated they were continuing their education. Seven respondents were full-time students while eight were enrolled as part-time students. Their curriculum choices included Biology, Master's in Business Administration, Civil / Environmental Engineering, Electrical Engineering, Engineering Management, Finance, Information and Computer Science, Mechanical Engineering, Public Health and Structural Engineering,

SUMMARY

Overall , the survey results showed that 81 percent of those who responded were employed full-time, part-time or furthering their education. This is down significantly from the responses provided by the previously surveyed Class of 1990 who reported 96 percent of its graduates employed or in graduate school. The statistic that was noteworthy and seems to reflect the current downturn in the economy and increasingly competitive job market,

was the Unemployed and Seeking Work category which totaled 20 percent of the responses. This figure is five times higher than the previous 1990 survey which totaled four percent.

The personal comments and suggestions made by the baccalaureate graduates addressed similar concerns to those surveyed in earlier follow-up studies conducted by Career Placement Services. Graduates from the Class of 1993 continued to suggest obtaining early and related work experiences as well as active involvement with professional student organizations and faculty. This in essence, echoed the comments made by respondents of Engineering Classes surveyed previously. Additionally, the Class of 1993 offered some timely advice that seemed to mirror their job search difficulties. They ranged from "be well rounded" to "take a workshop or course in networking" to "be prepared to really hunt for a job, it's really a tough job market."

University of Hawai'i at Mānoa

College of Engineering
2540 Dole Street • Holmes Hall 240 • Honolulu, Hawai'i 96822

June 30, 1993

Graduate, Class of 1993
College of Engineering
University of Hawaii at Manoa

Dear Graduate:

Congratulations on the completion of your degree in engineering. The University of Hawaii and Career Placement office are interested in assisting students and alumni with their careers. Please help us in this effort by taking a few minutes to complete and return the enclosed survey in the self addressed stamped envelope.

Your participation in this survey is very important. Data you provide us regarding your educational experience at the University of Hawaii and current career status will be combined with other graduates of your class and summarized in a report. This data will assist the College of Engineering in its long range planning and will help us improve career services for students and alumni. Your responses will not be used in any manner that will allow you to be individually identified. Confidentiality will be maintained. We look forward to receiving your input as soon as possible.

Please note that the services of the Career Placement Services office are available to all University of Hawaii alumni. If we can assist you, please visit our office or call (808)956-8136.

Sincerely,

Reginald H.F. Young
Interim Dean

Gerald K.H. Lau
Career Counselor

Enclosures

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An Equal Opportunity/Affirmative Action Institution

University of Hawaii at Manoa
Career Placement Services
2442 Campus Road
Honolulu, Hawaii 96822

Survey of the Class of 1993
College of Engineering

Instructions: Please complete the following survey by either circling the letter which best describes your current situation or providing the information requested. Individual entries are confidential and the results of this survey will be reported in summary form only.

SECTION I

1. **Name** _____
   Address _____
   _____
   Telephone _____

2. **What was your major field of study?**
   A. Civil Engineering B. Electrical Engineering C. Mechanical Engineering

3. **When did you graduate?**
   A. August 1992 B. December 1992 C. May 1993

SECTION II

4. **What is your current employment status?**
   A. Employed full-time (30 or more hours/week)
   B. Employed part-time (30 or less hours/week)
   C. Getting another degree (Skip to section III)
   D. Unemployed and seeking work (Skip to section IV)
   E. Unemployed and not seeking work (Skip to section III)

5. **What is the name and address of your employer?**
   _____
   _____
   _____
   _____

6. **Which of the following best describes your employer's service?**
   A. Aerospace
   B. Building/Construction
   C. Computers
   D. Communications
   E. Consulting/Research
   (primary service _____)
   F. Electronics
   G. Environmental
   H. Government
   (primary service _____)
   I. Power/energy
   J. Other (specify _____)

7. **What is your job title?** _____

8. **Where are you employed?**
   A. Hawaii (specify island _____)
   B. U.S. Mainland (specify state _____)
   C. Abroad (specify country _____)

9. **When did you secure this job?**
   A. Before/by graduation
   B. After graduation
   How many weeks after? C. 1-4 D. 5-8 E. 9-12 F. 12+

10. **How did you secure this job? Please Identify all methods used.**
    A. Referred by Professor/Advisor
    B. Referred by Family/Friend
    C. Previous Employment
    D. Public Employment Agency
    E. Private Employment Agency
    F. Responded to Advertisement
    G. Other (specify _____)
    H. UHM Career Placement

    List three that you found most useful. 1. _____ **2.** _____ **3.** _____

11. **What is your gross annual salary for this job?**
    A. Under $15,000
    B. $15,000 - 19,999
    C. $20,000 - 24,999
    D. $25,000 - 29,999
    E. $30,000 - 34,999
    F. $35,000 - 39,999
    G. $40,000 - 44,999
    H. $45,000 and above

(OVER)

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SECTION III

12. **Are you currently enrolled in additional coursework, graduate or professional school?**
A. Yes, full-time B. Yes, part-time C. No. (Skip to section IV)

13. **For what degree are you matriculating?**
A. Master's C. No degree
B. Doctorate D. Other (Specify _____)

14. **In what major/discipline?** _____

15. **At which institution are you enrolled?**

_____
Name of School City State

SECTION IV

16. **When did you learn about the UHM Career Placement Services?**
A. Frosh B. Sophomore C. Junior D. Senior E. Graduate F. Never

17. **What services have you used? Circle all that apply.**
A. Personal conferences C. Job Mailings E. Resource library G. Resume review
B. Workshops D. On-campus interviews F. Credential files H. Career Fair

18. **Would you like to register with Career Placement Services?**
A. Yes. Please send me the forms B. No

SECTION V

19. **Did you hold a part-time or full-time job while you were a student at UHM?**
A. Yes, full-time B. Yes, part-time or summer C. No (Skip to question 21)

20. **In your opinion, how has your prior work experience helped in obtaining employment?**
A. Very much B. Somewhat C. Not at all D. N/A

21. **Do you think work experience should be part of the Engineering curriculum?**
A. Yes B. No C. No opinion

22. **How well did the program of courses at UHM adequately prepare you for your current employment?**
A. Very much B. Somewhat C. Not at all D. N/A

23. **What advice would you offer to current students in your major at UHM?**

24. **What suggestions would you make to improve student life at UHM? Feel free to add any comments you wish to make.**

Thank you for your cooperation. Please return this questionnaire in the enclosed envelope at your earliest convenience.

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Appendix C: Personal Comments to Question 23.

The following is a list of comments from the graduates to the question, "What advice would you offer to current students in your major at UHM?" These comments are presented by major in unedited form.

Civil Engineering Majors

- try to obtain engineering experience as early as possible (part-time, summers)
- work in different civil engineering fields to know what you like/dislike
- speak, ask, converse w/ professors about different specialties in CE.

Concentrate in school, don't fool around, nothing is easy, everything is hard.

Seek a part-time job with some firm as soon as possible.

Get experience while in school or get involved in something (like ASCE). Just going to school is not enough anymore to attract the employers of your qualifications.

Get a job in the engineering field. That's where you learn the most.

Get a part-time engineering job. Helps you get into the right frame of mind. Exposes you to the industry and familiarizes you with the business in general.

Get out there and get a part-time job in an engineering related area.

Be well rounded.

Try to work in the field part-time but remember that school comes first.

I think it is very important for an engineering student to have some engineering work experience. So, be sure to work for engineering companies as part-time or full-time before graduate.

1. Apply for employment in the major field of study. When they reach Jr. Status.
2. Become active in their disciplinary social clubs, i.e.: IEEE, ASCE, ASME, ASHRAE ...

Read your textbooks.
Obtain a part time work.
Learn computer skills (programming, word processing, spread sheet)
Get to know professors personally (for recommendations, employment tips)

Its a good idea to get work experience in your field of study to help in getting a job after graduation & to make sure you will enjoy your work in your chosen field.

Save "Core" classes for junior and senior years so if you need to graduate in a rush you can take the core classes during summer or night school.

get a job part-time or summer in the field they are in, for experience for future jobs.

If their schedule allows, work part time in any engineering office, even if it pays less than other jobs.
Stay active in professional student organizations.
Participate in community/church activities.
Attend national workshops/conferences.

Interact w/ professors.

Get involved in club activities. These are activities you will not get a chance to participate in after graduation.

They should get an outside job in engineering.

Get a part-time job in engineering as soon as possible.

If it is possible, combine school works and working experience. Get involved with organizations and activities.

Work part-time to learn and get experience. I think it will be easier to get a job later.

Get a part-time job at an engineering firm. The work experience is very important.

Electrical Engineering Majors

Work during school. The design curriculum is neat, but not practical for here (Hawaii).

Find out what engineering is about. Do a work study program.

Find a job (part or full time) related to your field of study. Make sure your grades are good (preferably B or better).

Start looking for a job early.

Try to get into some COOP programs. Should start early and get a draft of your resume ready. Prepare for graduation as early as possible

Try to find a part-time job or even an intern position w/ in your engineering field as soon as you can in your college career. If you do get a job, work hard so that they'll remember you and want to hire you as soon as you graduate. Also GPA does count. Study hard. When you're facing the real world looking for a job a high GPA helps.

Be in some kind of internship and try to secure a job before graduation.

Get an intern or career related work.

Learn as much as you can & try to get in some work experience. School is important, but nothing prepares you better for post-college life than having actual job experience.

1) Try to get cooperative experience at the company. Choose the company before you graduate.
2) Take a workshop or course in networking.

GPA is important. Companies do check references.

Sign up for Co-op as soon as possible and try to get experience in the field that you are interested in.

Try to get some work experience related to their studies.

During the summers when taking 200 level courses, try and take remaining humanities courses so that during the summers when taking upper division courses you can work and get some experience or get

your foot in the door somewhere. Also do a <u>really</u> good design project and keep all your reports in good order as they may be used as proof of your abilities.

Mechanical Engineering Majors

Hang in there, civils will end up flooding the market later. If you're like me, stick with it.
I liked the curriculum.

If you plan to work here (Hawaii), go through a COOP program. It's good to get experience and go to school.

Seek employment early in your field you are planning to go into.

Procure a part-time job in order to receive practical, hands-on experience.

Get some work experience while you are still in school.

Study hard for Dr. Htun's class.

Get as much experience as you can, it is as important as getting good grades. Get involved w/ a COOP program. I wish I had. Really think about what you want, early. Don't settle for less. You might regret it in the end.

Get a part-time job in a related field.

Try to get a job early if you can. Interview early too. Try to get experience if you can.

If working a part-time job, make sure it offers you engineering experience. If it doesn't it isn't a job you take unless money is very important. GET ENGINEERING EXPERIENCE!! The only people that have jobs now are those who had gained engineering experience.

Be prepared to really hunt for a job, It's really a tough job market.

Find a part-time job as soon as possible to get a feel of what type of work an engineer does. Also to gain experience which will help you gain an advantage in obtaining a job after graduation.

Get an engineering part-time job, it will help a lot.

Work part-time to get a job.

A part-time job is just as important as good grades in order to obtain employment after college.

Appendix D: Personal Comments to Question 24.

The following are responses from the graduates to the question "What suggestions would you make to improve student life at UHM?" Comments are presented in an unedited form.

Civil Engineering Majors

- get involved in ASCE.
- get involved in ASCE (Concrete Canoe Project).
- get to know your professors and classmates.
- be humble, and have a sense of humor.
- work part-time as a student grader

Participate and get involved in activities (i.e. Concrete Canoe, intramural, ... etc.)

Improve the quality of teachers hired. A teacher must do more than teach but he/she must be able to relate to students.

Play some intramural sports.

Less theory and more practical applications.

The CE curriculum should have more CE electives and fewer CE requirements. It is questionable to have a 400 level math requirement but not allow credit for Linear Algebra, Probability, or statistics.

Join ASCE, develop peer contacts to study with, etc. Being able to work well with others will be useful in your career.

For engineering, offer more sections of upper division classes or offer them every semester. This will give students flexibility to get work experience.

Offer more student housing.

- Student lounge or student area for engineering students, so they can use it in between classes.
- Some real world related curriculum.

Be active in UHM activities.

Eliminate the foreign language requirement.

Electrical Engineering Majors

UH is pretty good.

There should be better parking facilities. If there are construction projects that take away moped, motorcycle or walking access (i.e. near Holmes Hall) someone should take the initiative to accommodate students inconvenienced by them.

Straighten out parking and housing problems.

Make friends w/ your classmates. Learn to work in groups & be able to communicate w/ others. Your

work will seem easier and even fun.

Holmes Hall needs a large library/study-hall facility.

Let the professors who want to teach teach & let those who want to do research do research. There are too many cases where the most excellent teachers are forced to leave because they do not bring in enough grant money. This has a very bad effect on the quality of education & thus on the students themselves.

Spread out courses into the evening and weekends to help students that are working. Consider the working student.

I think that for most EE people its not much of a choice and we have no social life. I think services such as the Career Placement Services office is a nice organization that helps in the transition from school to work. The people here at your office are very polite ... and helpful.

Mechanical Engineering Majors

Fix the parking.
Registration is OK now.
I am concern over the Lab Monitors and the budget. Labs need to be open for people who work and only have weekends.

Should have more places to study and longer library hours. To me parking is a problem and seniors should have guarantee parking.

Get more involved in clubs. Get more interaction.

It was OK.

Student life is what you make of it.

Appendix E: Employer List.

The following is a list of employers that hired engineering graduates from the Class of 1993 as reported from this survey. Employers that hired more then one graduate are marked by the number in the enclosed parentheses following the employers name.

Civil Engineering Majors:

Albert C. Kobayashi, Inc.
City & County, Board of Water Supply
E E Black, Ltd.
Engineers Surveyors Hawaii, Inc.
Hawaiian Electric Co., Inc.
Kaloko Lite Co.
Kiewit Pacific, Co. (2)
Koga Engineering & Construction, Inc. (2)
M & E Pacific, Inc. (2)
Navy Public Works Center
Oceanit Laboratories, Inc.
Parsons, Brinckerhoff, Quade and Douglas, Inc.
R. M. Towill Corp.
Richard M. Sato & Assoc., Inc. (2)
Sam O. Hirota, Inc.
State of Hawaii, Department of Transportation
William, Dean, Alcon and Assoc.

Electrical Engineering Majors:

Adtech Inc.
Douglas V. MacMahon, Ltd.
Island Care
Motorola (2)
Pearl Harbor Naval Shipyard (2)
Precision Electric, Inc.
State of Hawaii, Department of Transportation (2)
TRW
University of Hawaii, Hamilton Library

Mechanical Engineering Majors:

Foodland Super Market, Ltd.
Fuku Construction, Inc.
Heide & Cook, Ltd.
Inter Island Pools and Gunite Hawaii
ITC Irrigation Technology, Corp.
Kenneth Marine and Machine Shop
M & E Pacific, Inc.
Mechanical Engineers of Hawaii, Corp.
Navy Public Works Center
P.C.E., Ltd.
Prepose Engineering Systems, Inc.
Randolph H. Murayama & Assoc., Inc.
RJIS Inventory Specialist